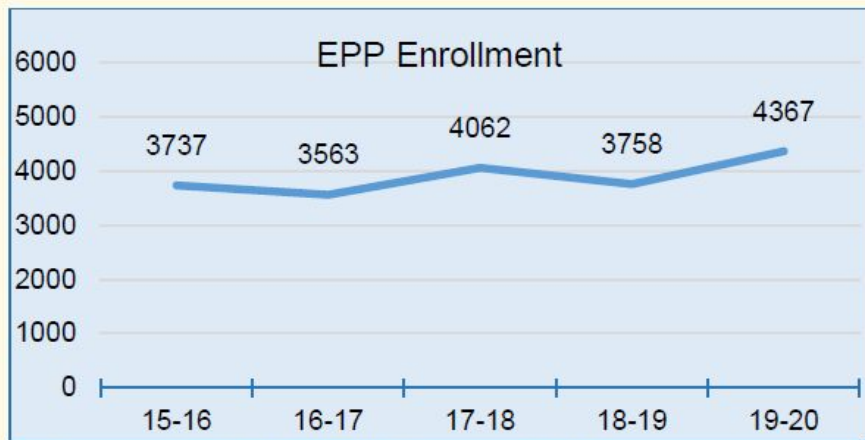


# The Teacher Pipeline



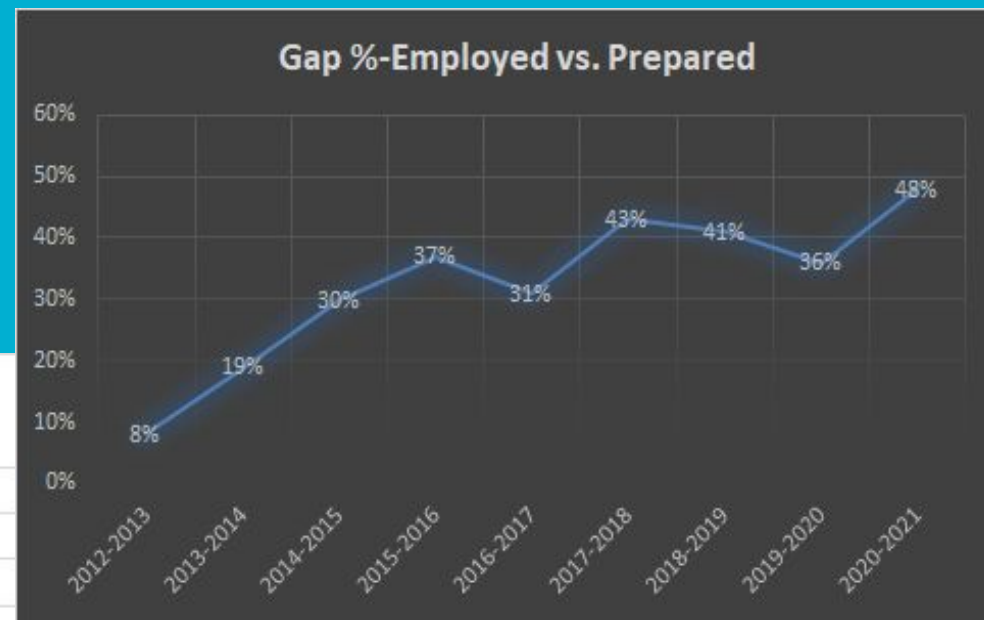
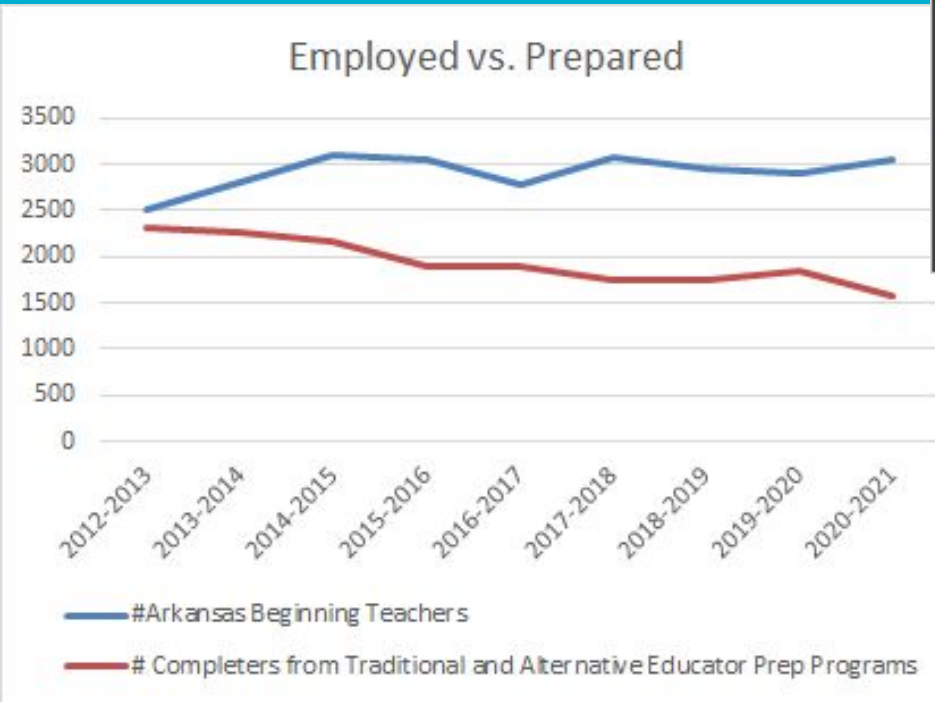
Source: HEA Title II IPRC, spring 2021

\*Enrollment is defined as individuals who were enrolled and did not complete



Source: HEA Title II IPRC, spring 2021

# The Gap- Beginning Teachers vs. Program Completers



# Arkansas Teacher Residency– Coming Fall 2022

**Teach Arkansas**



# Thinking Differently About Ed Prep: A Teacher Residency

- An affordable, work-based pathway to enter the educator workforce, and complete degree and certification requirements
- It can begin as early as high school with career-focused education that allows for participating students to receive an industry-recognized credential as a Certified Teaching Assistant (CTA)
- **CTAs will be eligible to participate in the Teacher Residency Pathway to degree completion and licensure**

# Arkansas Teacher Residency Model

## Why A Teacher Residency Model?

Preparation based on authentic, quality clinical experiences

Opportunity to work while meeting the qualifications for teacher licensure

Affordability

Teacher shortage issues

# What is a Certified Teaching Assistant?



A Certified Teaching Assistant (CTA) meets the requirements for a highly qualified paraprofessional & has received pedagogical training and completed field experiences.

Earn a CTA in high school or college by completing the following:

## 9 Hours of College Coursework

**Introduction to Education** (field experience included)  
**Education Technology** (field experience included)  
**Additional course toward a degree in education**  
(can be a general education course)



**Passing Score on ETS  
Parapro Assessment**

# Arkansas Teacher Residency Model

**Step 1: Offer the Certified Teaching Assistant (CTA) credential to high school students and paraprofessionals.**

## District Responsibilities

Offer CTA Pathway for high school students  
Offer flexibility for paraprofessionals and other classified employees to complete CTA coursework  
Establish an **Educators Rising** student organization

## Shared Responsibilities

"Grow Your Own" Residency Program MOU  
District Responsibilities | IHE Responsibilities  
Pre-Educator Program of Study MOU  
Allows High School Students to receive concurrent credit  
Includes flexible admission requirements  
Provide a teacher who can teach Courses  
District Employee | Highly Qualified Professor from IHE  
Shared position from group of districts  
Create collaboration opportunities for **Educators Rising** high school and collegiate chapters.

## IHE Partner Responsibilities

Offer Certificate of Proficiency in Teaching - 9 Credit hours  
Introduction to Education | Education Technology Elective  
General Education Course  
Provide Work-based Flexible Options for Coursework  
Experiential credit | Evening/online/Summer Coursework  
Establish an **Educators Rising** Collegiate Chapter



# Arkansas Teacher Residency Model

## Step 2: Personalizing the CTA Licensure Pathway - The Arkansas Teacher Residency Model.

Each step in the residency model should include the following:

### Coaches

Support candidates as they create a work/life balance while navigating the path to teacher licensure



### Cohorts

Create opportunities to come together in an academic setting to share experiences and collaborate



### Student-Facing Work

Provide quality field experiences and opportunities

Licensure Assessment Support



Financial Aid Guidance



# Arkansas Teacher Residency Model



High School student or Paraprofessional earns the Certified Teaching Assistant (CTA) credential.

## Level 1 Resident



- The CTA is working in a P-12 setting and is enrolled in a degree program that is designed to feed into an approved Arkansas Educator Preparation Program (EPP).
- This is typically Freshman/Sophomore Year of College.
- Level 1 begins with the attainment of the CP until the completion of an Associate Degree or admittance to an Educator Preparation Program.



## Level 2 Resident

- The CTA has been admitted into an Educator Preparation Program at an IHE while continuing to work in a P-12 setting.
- Responsibilities increase and align with grade-level/content of licensure area being sought.

## Level 3 Resident



- The CTA is prepared for the Internship component of the EPP, which is offered as a work-based internship.
- Must have been part of the Arkansas Teacher Residency Model for at least 2 semesters to qualify as a Level 3 Resident.
- The Level 3 Resident assumes full responsibility for a teaching assignment under the coaching of school and university-based teacher educators.
- May fill a teaching vacancy or serve as the classroom teacher at this level provided that the district has a teacher leader who is the assigned Teacher of Record.
- The CTA will be identified in eSchool to identify the teaching assignment.



## Fully Licensed Teachers

- ✓ Immersed in School Culture
- ✓ On the Job Training
- ✓ DAY ONE READY

# All Roads Lead to Licensure



**EDUCATORS  
RISING**

## High School

Opportunity to jump start pathway by partnering with colleges for stackable credentials toward an education degree.

**Begin your career as a Teaching Assistant**

Work throughout school and earn **\$23K+** a year



## Community College

Opportunity to start/continue affordable pathway while not leaving home & work at local district while completing degree.

**100% Online | 100% FREE with ARFuture**



## College/University

Work-based options you can begin as a freshman. Opportunity for grants and scholarships throughout.

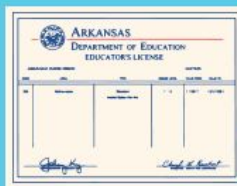
**100% Online | 100% FREE Tuition**



## Alternate Route

For individuals with bachelor's degrees. Can be employed as teacher of record under a provisional license while earning certification.

**Earn Full Salary | Average \$35K+ a year**



## Earn An Arkansas Teaching License

**100% Online | 100% Affordable**



# Earn a FREE Degree



## 2 yr Associate's Degree

**\$6,880** Average Cost

— **6,880** FREE Through ARFuture

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**FREE**

## 4 yr Bachelor's Degree

**\$37,640** Average Cost

— **18,820** FREE Associate's through ARFuture & Arkansas Concurrent Challenge Scholarship

— **7,600** TEACH Grant  
Up to \$15K available

— **9,000** Arkansas Academic Challenge  
Up to \$14K available

— **3,000** Loan Forgiveness through STEP Program  
Up to \$12K available

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**FREE**

Some may receive \$1,500 per year with the AR Geographical Needs Minority Teacher Scholarship.

# Associates Degree in Education

AR Futures Grant

Regional Workforce Grants\*

